

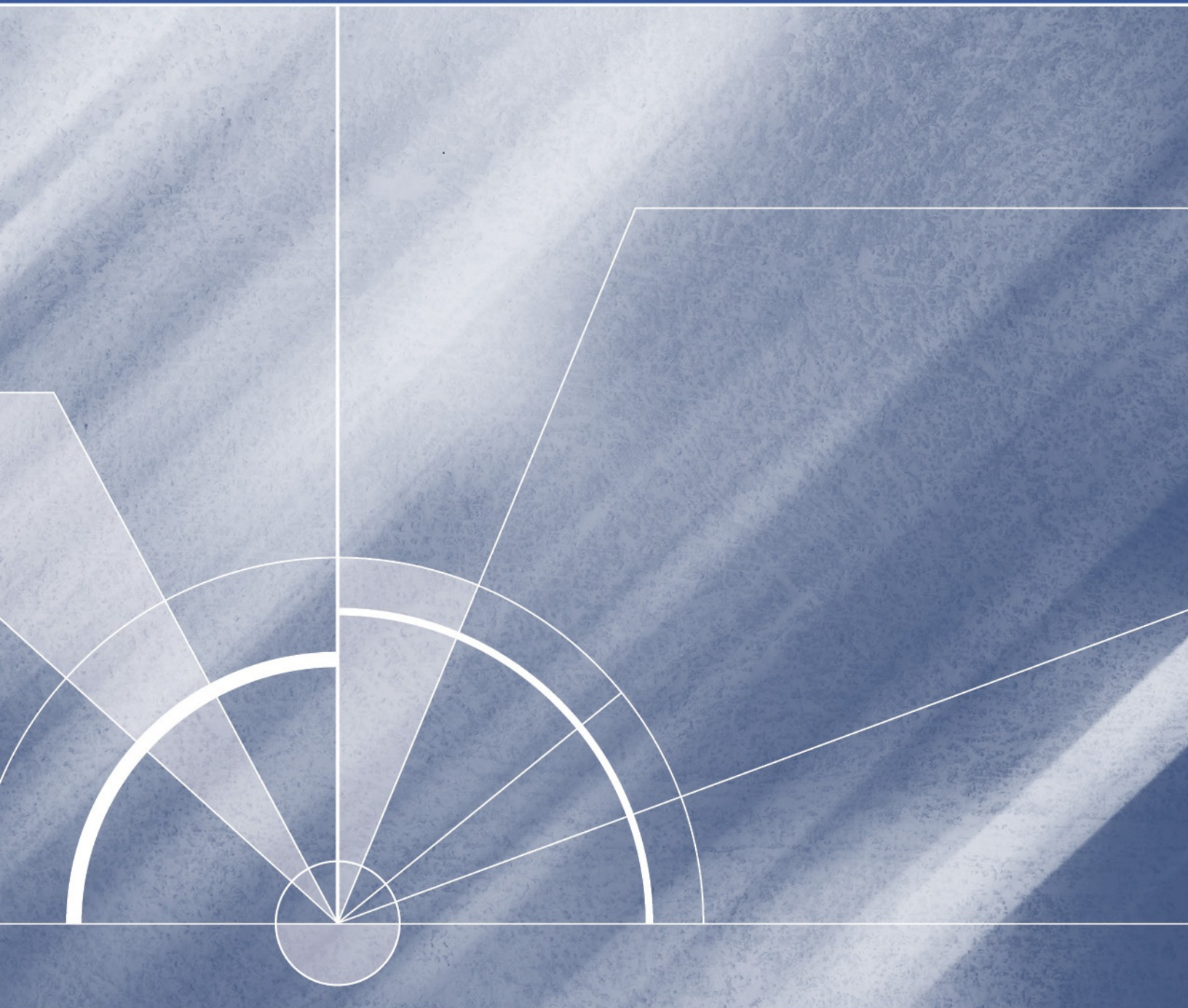
2017

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

Federal
Tenure
Comparison
Report

Environmental Protection Agency



Environmental Protection Agency

Federal Tenure Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
Environmental Protection Agency	9,414
Less than 1 year	126
1 to 3 years	596
4 to 5 years	210
6 to 10 years	1,484
11 to 14 years	999
15 to 20 years	1,393
More than 20 years	4,260

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

Environmental Protection Agency

Federal Tenure Comparison Report

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Environmental Protection Agency	9,390	69.9%	14.6%	15.5%
Less than 1 year	126	81.9%	11.5%	6.6%
1 to 3 years	594	86.7%	7.1%	6.2%
4 to 5 years	210	73.6%	11.0%	15.3%
6 to 10 years	1,482	72.8%	13.1%	14.1%
11 to 14 years	997	71.5%	12.6%	15.9%
15 to 20 years	1,389	67.9%	15.1%	16.9%
More than 20 years	4,249	67.3%	16.3%	16.4%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Environmental Protection Agency	9,368	72.3%	13.8%	13.9%
Less than 1 year	126	78.5%	10.5%	11.0%
1 to 3 years	592	78.2%	12.1%	9.7%
4 to 5 years	207	73.6%	13.6%	12.8%
6 to 10 years	1,480	71.7%	15.1%	13.2%
11 to 14 years	997	69.9%	15.2%	14.9%
15 to 20 years	1,385	70.5%	14.1%	15.4%
More than 20 years	4,240	73.3%	13.1%	13.5%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Environmental Protection Agency	9,323	67.3%	15.6%	17.1%
Less than 1 year	125	77.6%	7.5%	14.8%
1 to 3 years	592	76.5%	15.2%	8.3%
4 to 5 years	209	68.8%	13.9%	17.2%
6 to 10 years	1,476	69.5%	14.1%	16.4%
11 to 14 years	990	67.8%	14.7%	17.5%
15 to 20 years	1,376	67.0%	15.7%	17.3%
More than 20 years	4,212	65.9%	16.5%	17.7%

Environmental Protection Agency

Federal Tenure Comparison Report

My Work Experience (continued)

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Environmental Protection Agency	9,369	76.4%	12.6%	11.0%
Less than 1 year	126	87.2%	6.5%	6.3%
1 to 3 years	595	83.4%	9.7%	6.9%
4 to 5 years	208	74.5%	10.3%	15.2%
6 to 10 years	1,480	75.6%	12.8%	11.6%
11 to 14 years	995	76.1%	12.5%	11.4%
15 to 20 years	1,387	76.6%	12.5%	10.9%
More than 20 years	4,237	76.5%	12.7%	10.8%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Environmental Protection Agency	9,318	84.1%	10.1%	5.8%
Less than 1 year	126	89.6%	7.9%	2.4%
1 to 3 years	595	85.6%	9.9%	4.5%
4 to 5 years	209	78.1%	11.7%	10.2%
6 to 10 years	1,475	83.4%	11.0%	5.5%
11 to 14 years	979	83.5%	10.6%	5.8%
15 to 20 years	1,383	84.6%	10.2%	5.2%
More than 20 years	4,212	84.9%	9.5%	5.6%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Environmental Protection Agency	9,317	80.1%	11.0%	8.9%
Less than 1 year	125	81.0%	13.0%	6.0%
1 to 3 years	594	83.5%	9.5%	6.9%
4 to 5 years	206	80.6%	10.1%	9.3%
6 to 10 years	1,474	78.1%	11.9%	10.0%
11 to 14 years	990	79.9%	10.4%	9.7%
15 to 20 years	1,379	80.1%	10.6%	9.3%
More than 20 years	4,211	81.0%	10.7%	8.3%

Environmental Protection Agency

Federal Tenure Comparison Report

My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Environmental Protection Agency	9,372	96.4%	2.3%	1.4%
Less than 1 year	126	100.0%	0.0%	0.0%
1 to 3 years	594	99.7%	0.3%	0.0%
4 to 5 years	208	96.0%	3.2%	0.9%
6 to 10 years	1,477	96.8%	1.6%	1.6%
11 to 14 years	995	95.9%	2.7%	1.3%
15 to 20 years	1,390	96.5%	2.5%	1.0%
More than 20 years	4,240	96.0%	2.4%	1.6%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Environmental Protection Agency	9,345	90.8%	7.5%	1.7%
Less than 1 year	126	97.9%	2.1%	0.0%
1 to 3 years	595	95.7%	3.8%	0.5%
4 to 5 years	207	91.1%	8.0%	0.8%
6 to 10 years	1,478	91.2%	7.1%	1.7%
11 to 14 years	991	91.9%	6.8%	1.3%
15 to 20 years	1,388	91.4%	7.1%	1.5%
More than 20 years	4,219	89.6%	8.4%	1.9%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Environmental Protection Agency	9,366	39.9%	17.0%	43.1%	16
Less than 1 year	125	55.2%	24.7%	20.2%	0
1 to 3 years	594	52.9%	20.0%	27.1%	1
4 to 5 years	210	39.6%	15.3%	45.1%	0
6 to 10 years	1,479	36.8%	18.7%	44.5%	1
11 to 14 years	995	35.6%	17.6%	46.8%	0
15 to 20 years	1,388	36.0%	17.2%	46.9%	1
More than 20 years	4,235	41.3%	15.6%	43.1%	9

Environmental Protection Agency

Federal Tenure Comparison Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Environmental Protection Agency	9,346	57.5%	17.4%	25.1%	12
Less than 1 year	126	78.3%	10.0%	11.7%	0
1 to 3 years	594	70.7%	17.6%	11.6%	0
4 to 5 years	209	65.0%	15.1%	19.9%	0
6 to 10 years	1,480	56.1%	17.6%	26.3%	2
11 to 14 years	993	54.1%	17.2%	28.7%	1
15 to 20 years	1,381	53.8%	17.6%	28.6%	0
More than 20 years	4,228	58.0%	17.2%	24.9%	6

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Environmental Protection Agency	9,220	60.7%	16.7%	22.6%	31
Less than 1 year	124	70.2%	17.5%	12.3%	0
1 to 3 years	589	65.4%	18.8%	15.8%	0
4 to 5 years	206	61.6%	13.5%	24.9%	0
6 to 10 years	1,464	62.3%	15.7%	21.9%	6
11 to 14 years	986	59.4%	16.9%	23.7%	3
15 to 20 years	1,366	59.6%	17.1%	23.2%	2
More than 20 years	4,149	61.1%	16.6%	22.3%	19

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Environmental Protection Agency	9,309	82.3%	9.5%	8.1%	47
Less than 1 year	125	92.6%	5.1%	2.3%	1
1 to 3 years	587	90.4%	5.2%	4.4%	4
4 to 5 years	209	81.1%	10.8%	8.1%	1
6 to 10 years	1,466	81.0%	9.6%	9.5%	13
11 to 14 years	989	83.1%	8.3%	8.6%	5
15 to 20 years	1,384	81.6%	9.9%	8.5%	1
More than 20 years	4,209	81.9%	10.1%	7.9%	19

Environmental Protection Agency

Federal Tenure Comparison Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Environmental Protection Agency	9,270	90.6%	6.5%	2.9%	27
Less than 1 year	124	95.9%	4.1%	0.0%	0
1 to 3 years	589	92.8%	6.2%	1.0%	2
4 to 5 years	207	86.7%	7.9%	5.3%	0
6 to 10 years	1,458	90.9%	6.1%	3.0%	4
11 to 14 years	990	90.3%	6.9%	2.8%	3
15 to 20 years	1,369	90.8%	6.4%	2.7%	7
More than 20 years	4,194	90.7%	6.3%	3.0%	9

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
Environmental Protection Agency	9,325	72.7%	12.7%	14.6%	24
Less than 1 year	126	74.1%	12.1%	13.7%	0
1 to 3 years	594	73.3%	13.6%	13.1%	0
4 to 5 years	209	71.6%	15.8%	12.6%	0
6 to 10 years	1,470	72.5%	12.0%	15.5%	4
11 to 14 years	995	72.8%	11.1%	16.1%	2
15 to 20 years	1,381	70.4%	13.3%	16.3%	7
More than 20 years	4,210	73.8%	12.6%	13.6%	9

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Environmental Protection Agency	9,288	75.3%	12.9%	11.8%	89
Less than 1 year	112	84.1%	13.9%	2.0%	14
1 to 3 years	584	82.8%	10.0%	7.2%	10
4 to 5 years	207	82.6%	8.0%	9.5%	3
6 to 10 years	1,462	79.4%	12.1%	8.4%	15
11 to 14 years	994	79.4%	8.8%	11.8%	5
15 to 20 years	1,379	74.8%	13.0%	12.2%	7
More than 20 years	4,211	72.7%	13.9%	13.3%	30

Environmental Protection Agency

Federal Tenure Comparison Report

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Environmental Protection Agency	9,319	86.2%	9.9%	3.9%	25
Less than 1 year	123	90.1%	5.2%	4.7%	3
1 to 3 years	593	88.3%	8.8%	2.9%	0
4 to 5 years	207	87.5%	9.2%	3.3%	1
6 to 10 years	1,474	85.6%	9.5%	4.9%	2
11 to 14 years	993	84.3%	10.5%	5.3%	2
15 to 20 years	1,387	86.7%	9.9%	3.3%	1
More than 20 years	4,205	86.6%	9.9%	3.5%	13

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Environmental Protection Agency	8,645	64.0%	19.0%	17.1%	686
Less than 1 year	109	79.5%	13.3%	7.2%	16
1 to 3 years	561	79.1%	14.7%	6.1%	35
4 to 5 years	195	73.2%	17.8%	9.0%	13
6 to 10 years	1,352	70.2%	15.3%	14.5%	120
11 to 14 years	906	61.5%	18.4%	20.1%	88
15 to 20 years	1,303	61.1%	20.3%	18.6%	77
More than 20 years	3,909	61.8%	20.1%	18.1%	309

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Environmental Protection Agency	9,269	51.1%	24.4%	24.5%	95
Less than 1 year	123	64.5%	16.5%	19.0%	3
1 to 3 years	591	68.0%	19.3%	12.7%	4
4 to 5 years	207	59.0%	19.9%	21.1%	3
6 to 10 years	1,462	52.5%	22.3%	25.2%	18
11 to 14 years	987	50.1%	22.7%	27.2%	9
15 to 20 years	1,375	50.8%	23.9%	25.3%	14
More than 20 years	4,191	49.1%	26.2%	24.7%	37

Environmental Protection Agency

Federal Tenure Comparison Report

My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Environmental Protection Agency	9,233	65.4%	15.2%	19.4%	169
Less than 1 year	107	79.0%	10.1%	10.9%	19
1 to 3 years	586	72.0%	14.9%	13.0%	10
4 to 5 years	202	75.0%	7.1%	17.9%	8
6 to 10 years	1,464	67.1%	12.9%	20.0%	18
11 to 14 years	983	66.0%	15.3%	18.7%	16
15 to 20 years	1,372	66.2%	15.5%	18.3%	20
More than 20 years	4,181	63.7%	16.0%	20.3%	72

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Environmental Protection Agency	9,400	83.2%	9.5%	7.3%
Less than 1 year	126	84.6%	9.0%	6.4%
1 to 3 years	596	86.8%	8.1%	5.1%
4 to 5 years	210	85.7%	6.1%	8.2%
6 to 10 years	1,482	81.2%	10.9%	7.9%
11 to 14 years	999	83.8%	8.0%	8.3%
15 to 20 years	1,390	83.6%	9.8%	6.7%
More than 20 years	4,252	83.6%	9.4%	7.1%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Environmental Protection Agency	9,054	42.6%	21.7%	35.6%	331
Less than 1 year	114	60.7%	23.5%	15.8%	11
1 to 3 years	565	54.9%	23.7%	21.4%	30
4 to 5 years	200	46.6%	18.4%	35.0%	10
6 to 10 years	1,433	43.8%	20.5%	35.8%	50
11 to 14 years	969	43.3%	18.8%	37.9%	28
15 to 20 years	1,350	39.4%	21.8%	38.8%	39
More than 20 years	4,098	41.4%	22.2%	36.3%	145

Environmental Protection Agency

Federal Tenure Comparison Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Environmental Protection Agency	8,519	42.1%	27.7%	30.1%	840
Less than 1 year	74	45.6%	35.0%	19.4%	52
1 to 3 years	503	52.6%	28.3%	19.1%	89
4 to 5 years	188	44.8%	31.3%	24.0%	21
6 to 10 years	1,362	40.0%	28.1%	31.8%	120
11 to 14 years	901	42.2%	26.6%	31.2%	91
15 to 20 years	1,281	41.5%	25.8%	32.7%	101
More than 20 years	3,909	42.1%	27.9%	30.0%	324

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
Environmental Protection Agency	8,029	31.6%	31.3%	37.1%	1,338
Less than 1 year	78	31.6%	30.6%	37.8%	48
1 to 3 years	459	32.3%	33.1%	34.6%	133
4 to 5 years	164	24.9%	36.5%	38.6%	46
6 to 10 years	1,253	25.0%	27.9%	47.1%	227
11 to 14 years	854	26.8%	29.7%	43.5%	141
15 to 20 years	1,223	31.8%	29.7%	38.5%	166
More than 20 years	3,703	35.1%	32.3%	32.6%	533

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Environmental Protection Agency	8,497	39.5%	28.8%	31.6%	872
Less than 1 year	90	41.7%	33.1%	25.2%	36
1 to 3 years	525	40.5%	31.5%	28.0%	64
4 to 5 years	181	39.5%	29.8%	30.7%	29
6 to 10 years	1,329	36.5%	26.6%	36.9%	151
11 to 14 years	902	35.4%	28.5%	36.0%	94
15 to 20 years	1,267	39.8%	27.1%	33.1%	119
More than 20 years	3,902	41.7%	29.3%	29.0%	342

Environmental Protection Agency

Federal Tenure Comparison Report

My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Environmental Protection Agency	8,309	50.1%	24.2%	25.7%	1,029
Less than 1 year	69	56.0%	26.5%	17.5%	56
1 to 3 years	500	53.3%	29.7%	16.9%	91
4 to 5 years	170	51.4%	28.7%	19.9%	36
6 to 10 years	1,288	44.5%	27.5%	28.0%	186
11 to 14 years	860	47.7%	24.2%	28.1%	137
15 to 20 years	1,256	51.3%	20.6%	28.2%	130
More than 20 years	3,871	51.9%	23.3%	24.8%	351

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Environmental Protection Agency	9,296	79.9%	10.7%	9.5%	46
Less than 1 year	124	83.9%	9.6%	6.6%	1
1 to 3 years	590	84.2%	8.1%	7.7%	2
4 to 5 years	205	82.2%	9.3%	8.6%	1
6 to 10 years	1,470	80.4%	10.3%	9.3%	6
11 to 14 years	991	82.8%	9.1%	8.2%	5
15 to 20 years	1,380	78.4%	11.7%	9.8%	4
More than 20 years	4,205	79.1%	11.2%	9.8%	23

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Environmental Protection Agency	8,893	57.3%	28.8%	13.9%	474
Less than 1 year	97	79.5%	17.0%	3.5%	29
1 to 3 years	550	74.6%	18.9%	6.5%	42
4 to 5 years	199	64.1%	21.6%	14.4%	11
6 to 10 years	1,416	62.2%	24.4%	13.4%	64
11 to 14 years	950	57.7%	28.1%	14.1%	46
15 to 20 years	1,326	56.1%	28.6%	15.3%	62
More than 20 years	4,044	53.7%	31.5%	14.8%	198

Environmental Protection Agency

Federal Tenure Comparison Report

My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Environmental Protection Agency	9,385	90.6%	7.9%	1.5%
Less than 1 year	126	92.5%	6.5%	1.0%
1 to 3 years	595	93.8%	5.7%	0.4%
4 to 5 years	210	88.5%	10.9%	0.5%
6 to 10 years	1,484	89.0%	9.3%	1.7%
11 to 14 years	999	89.6%	8.0%	2.4%
15 to 20 years	1,388	91.0%	7.5%	1.5%
More than 20 years	4,253	91.2%	7.5%	1.3%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
Environmental Protection Agency	9,092	75.4%	14.5%	10.1%	174
Less than 1 year	123	85.1%	8.3%	6.6%	3
1 to 3 years	590	84.3%	10.1%	5.6%	5
4 to 5 years	205	76.4%	10.3%	13.3%	4
6 to 10 years	1,452	77.0%	12.8%	10.1%	24
11 to 14 years	974	75.0%	14.3%	10.7%	18
15 to 20 years	1,356	72.4%	16.7%	11.0%	29
More than 20 years	4,147	75.0%	15.2%	9.9%	81

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Environmental Protection Agency	8,995	48.0%	23.3%	28.6%	281
Less than 1 year	122	61.4%	21.3%	17.3%	4
1 to 3 years	581	57.6%	23.0%	19.4%	14
4 to 5 years	201	51.4%	22.4%	26.2%	7
6 to 10 years	1,436	47.0%	22.4%	30.6%	39
11 to 14 years	960	46.6%	22.2%	31.1%	34
15 to 20 years	1,350	44.4%	24.1%	31.5%	38
More than 20 years	4,100	49.0%	23.5%	27.5%	136

Environmental Protection Agency

Federal Tenure Comparison Report

My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Environmental Protection Agency	9,075	60.3%	20.5%	19.2%	209
Less than 1 year	117	71.4%	16.1%	12.5%	9
1 to 3 years	584	72.9%	16.0%	11.1%	10
4 to 5 years	206	64.3%	21.0%	14.7%	4
6 to 10 years	1,457	60.5%	20.0%	19.5%	24
11 to 14 years	968	58.0%	20.0%	22.0%	28
15 to 20 years	1,368	58.6%	21.3%	20.1%	22
More than 20 years	4,126	60.2%	20.9%	18.9%	105

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Environmental Protection Agency	8,918	49.3%	26.5%	24.2%	326
Less than 1 year	114	59.1%	25.2%	15.7%	11
1 to 3 years	574	59.1%	25.2%	15.7%	20
4 to 5 years	200	50.3%	26.8%	22.9%	7
6 to 10 years	1,431	49.3%	26.0%	24.7%	43
11 to 14 years	949	46.0%	28.2%	25.8%	38
15 to 20 years	1,343	49.0%	25.9%	25.1%	38
More than 20 years	4,063	49.4%	26.6%	24.0%	160

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Environmental Protection Agency	8,322	22.8%	31.7%	45.5%	939
Less than 1 year	68	27.5%	35.8%	36.7%	58
1 to 3 years	516	34.2%	32.6%	33.2%	79
4 to 5 years	179	26.1%	30.6%	43.3%	31
6 to 10 years	1,349	22.8%	27.4%	49.8%	127
11 to 14 years	883	21.9%	29.3%	48.8%	108
15 to 20 years	1,261	21.1%	29.8%	49.1%	123
More than 20 years	3,847	22.4%	34.0%	43.6%	381

Environmental Protection Agency

Federal Tenure Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
Environmental Protection Agency	8,690	63.8%	22.4%	13.8%	575
Less than 1 year	107	70.3%	21.5%	8.3%	19
1 to 3 years	552	73.1%	17.9%	9.0%	43
4 to 5 years	195	61.8%	23.6%	14.6%	15
6 to 10 years	1,383	64.6%	22.6%	12.8%	98
11 to 14 years	909	64.2%	20.4%	15.4%	86
15 to 20 years	1,306	62.4%	23.3%	14.3%	76
More than 20 years	4,009	63.5%	22.6%	13.9%	216

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Environmental Protection Agency	9,120	84.6%	10.4%	4.9%	160
Less than 1 year	125	91.3%	6.0%	2.7%	1
1 to 3 years	587	91.6%	6.4%	2.0%	9
4 to 5 years	204	85.6%	10.1%	4.3%	6
6 to 10 years	1,451	87.2%	9.0%	3.8%	26
11 to 14 years	974	85.0%	10.7%	4.4%	19
15 to 20 years	1,365	83.4%	10.8%	5.9%	25
More than 20 years	4,176	83.5%	11.2%	5.4%	63

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Environmental Protection Agency	9,158	84.7%	11.1%	4.2%	89
Less than 1 year	124	85.5%	10.0%	4.5%	2
1 to 3 years	585	87.1%	9.8%	3.1%	7
4 to 5 years	208	85.3%	10.9%	3.8%	1
6 to 10 years	1,463	85.8%	9.9%	4.3%	13
11 to 14 years	978	83.4%	11.2%	5.4%	12
15 to 20 years	1,369	84.2%	12.4%	3.4%	10
More than 20 years	4,188	84.9%	10.9%	4.2%	39

Environmental Protection Agency

Federal Tenure Comparison Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Environmental Protection Agency	8,570	57.2%	21.6%	21.3%	693
Less than 1 year	109	75.4%	7.5%	17.1%	16
1 to 3 years	559	73.0%	15.3%	11.8%	37
4 to 5 years	191	64.0%	19.6%	16.4%	19
6 to 10 years	1,349	59.8%	19.4%	20.8%	125
11 to 14 years	902	56.7%	21.4%	21.9%	90
15 to 20 years	1,295	54.9%	23.7%	21.4%	91
More than 20 years	3,941	55.5%	22.4%	22.1%	291

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Environmental Protection Agency	8,226	72.3%	16.9%	10.8%	1,011
Less than 1 year	103	93.0%	3.2%	3.8%	22
1 to 3 years	525	89.6%	7.4%	3.0%	68
4 to 5 years	184	80.3%	14.1%	5.6%	25
6 to 10 years	1,301	77.6%	13.7%	8.8%	174
11 to 14 years	860	73.0%	15.9%	11.1%	132
15 to 20 years	1,249	68.4%	19.0%	12.6%	133
More than 20 years	3,797	69.4%	18.7%	11.9%	419

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Environmental Protection Agency	9,143	72.4%	15.8%	11.8%	128
Less than 1 year	124	85.1%	6.2%	8.7%	1
1 to 3 years	592	81.9%	12.2%	5.9%	2
4 to 5 years	207	72.0%	17.1%	10.9%	3
6 to 10 years	1,467	72.3%	16.5%	11.3%	14
11 to 14 years	979	72.7%	15.3%	12.0%	17
15 to 20 years	1,368	70.4%	17.0%	12.7%	21
More than 20 years	4,159	72.1%	15.8%	12.1%	66

Environmental Protection Agency

Federal Tenure Comparison Report

My Agency (continued)

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Environmental Protection Agency	9,270	66.7%	18.4%	14.9%
Less than 1 year	126	87.0%	9.9%	3.1%
1 to 3 years	593	82.4%	11.7%	5.8%
4 to 5 years	210	71.8%	15.3%	12.9%
6 to 10 years	1,483	68.1%	17.4%	14.5%
11 to 14 years	997	66.3%	17.7%	16.1%
15 to 20 years	1,386	63.9%	20.9%	15.2%
More than 20 years	4,237	65.3%	19.0%	15.7%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
Environmental Protection Agency	8,438	41.3%	27.5%	31.2%	857
Less than 1 year	106	66.1%	19.0%	14.9%	20
1 to 3 years	540	52.2%	25.6%	22.1%	54
4 to 5 years	189	42.9%	27.3%	29.8%	21
6 to 10 years	1,366	40.9%	26.5%	32.6%	117
11 to 14 years	892	38.9%	28.1%	33.0%	107
15 to 20 years	1,251	41.5%	26.2%	32.3%	139
More than 20 years	3,872	40.5%	28.5%	31.0%	382

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Environmental Protection Agency	9,239	88.8%	6.4%	4.7%	46
Less than 1 year	126	95.4%	3.1%	1.5%	0
1 to 3 years	593	95.2%	2.5%	2.3%	2
4 to 5 years	210	92.1%	4.8%	3.1%	0
6 to 10 years	1,479	91.9%	3.9%	4.2%	5
11 to 14 years	992	88.6%	6.6%	4.9%	7
15 to 20 years	1,387	87.7%	6.3%	5.9%	5
More than 20 years	4,227	87.6%	7.6%	4.8%	24

Environmental Protection Agency Federal Tenure Comparison Report

My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Environmental Protection Agency	9,230	76.2%	12.7%	11.0%	35
Less than 1 year	124	84.7%	10.5%	4.8%	1
1 to 3 years	595	87.3%	7.9%	4.8%	1
4 to 5 years	210	79.7%	12.1%	8.3%	0
6 to 10 years	1,476	80.3%	10.0%	9.7%	6
11 to 14 years	985	76.6%	12.0%	11.4%	7
15 to 20 years	1,387	76.6%	12.5%	10.9%	1
More than 20 years	4,228	73.6%	14.2%	12.2%	16

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Environmental Protection Agency	9,169	72.4%	14.7%	13.0%	58
Less than 1 year	123	89.6%	5.8%	4.6%	1
1 to 3 years	593	85.2%	7.8%	7.0%	1
4 to 5 years	209	78.1%	12.4%	9.4%	0
6 to 10 years	1,470	76.1%	12.0%	12.0%	4
11 to 14 years	984	73.9%	12.2%	14.0%	9
15 to 20 years	1,377	71.8%	15.9%	12.3%	9
More than 20 years	4,192	69.3%	16.7%	14.0%	29

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Environmental Protection Agency	8,393	76.2%	17.7%	6.0%	851
Less than 1 year	113	86.9%	9.8%	3.4%	13
1 to 3 years	540	85.1%	12.9%	2.0%	54
4 to 5 years	187	78.2%	18.6%	3.2%	22
6 to 10 years	1,336	80.1%	14.7%	5.2%	140
11 to 14 years	901	77.0%	15.8%	7.2%	95
15 to 20 years	1,261	76.5%	17.6%	5.9%	125
More than 20 years	3,865	73.8%	19.6%	6.6%	366

Environmental Protection Agency Federal Tenure Comparison Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Environmental Protection Agency	9,202	68.8%	17.6%	13.6%	39
Less than 1 year	126	84.6%	10.2%	5.1%	0
1 to 3 years	593	80.2%	10.6%	9.1%	0
4 to 5 years	209	73.6%	14.4%	12.0%	0
6 to 10 years	1,476	72.0%	14.4%	13.5%	3
11 to 14 years	986	68.6%	16.7%	14.7%	10
15 to 20 years	1,377	69.0%	18.2%	12.8%	5
More than 20 years	4,215	66.4%	19.4%	14.2%	16

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Environmental Protection Agency	9,124	75.6%	13.9%	10.4%	137
Less than 1 year	125	91.4%	5.1%	3.5%	1
1 to 3 years	591	87.4%	6.8%	5.8%	3
4 to 5 years	204	84.2%	8.6%	7.2%	5
6 to 10 years	1,465	77.9%	11.7%	10.4%	17
11 to 14 years	984	75.8%	13.2%	11.0%	13
15 to 20 years	1,375	74.3%	15.3%	10.4%	16
More than 20 years	4,164	73.5%	15.5%	11.0%	71

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Environmental Protection Agency	9,278	84.7%	7.9%	7.4%
Less than 1 year	126	92.4%	5.3%	2.3%
1 to 3 years	596	93.7%	3.8%	2.5%
4 to 5 years	210	88.3%	7.2%	4.5%
6 to 10 years	1,482	86.6%	6.7%	6.7%
11 to 14 years	997	84.1%	7.9%	8.0%
15 to 20 years	1,390	85.7%	7.0%	7.3%
More than 20 years	4,255	82.9%	9.0%	8.1%

Environmental Protection Agency

Federal Tenure Comparison Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Environmental Protection Agency	9,257	87.4%	6.8%	5.8%
Less than 1 year	126	95.0%	2.3%	2.7%
1 to 3 years	594	96.1%	2.3%	1.7%
4 to 5 years	209	92.1%	4.9%	3.0%
6 to 10 years	1,476	90.1%	5.3%	4.6%
11 to 14 years	997	88.4%	5.4%	6.2%
15 to 20 years	1,388	88.5%	6.2%	5.3%
More than 20 years	4,244	85.1%	8.2%	6.7%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Environmental Protection Agency	9,256	91.7%	4.6%	3.7%
Less than 1 year	126	98.5%	0.7%	0.9%
1 to 3 years	595	96.9%	1.5%	1.7%
4 to 5 years	210	96.3%	2.1%	1.6%
6 to 10 years	1,479	93.3%	3.3%	3.4%
11 to 14 years	997	91.1%	4.8%	4.2%
15 to 20 years	1,383	91.3%	4.5%	4.2%
More than 20 years	4,245	90.7%	5.5%	3.8%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Environmental Protection Agency	9,258	76.2%	12.8%	11.1%
Less than 1 year	126	87.3%	8.0%	4.7%
1 to 3 years	595	88.8%	5.6%	5.6%
4 to 5 years	210	82.7%	10.7%	6.6%
6 to 10 years	1,479	79.9%	10.5%	9.6%
11 to 14 years	997	76.8%	12.4%	10.8%
15 to 20 years	1,389	76.6%	12.5%	10.9%
More than 20 years	4,243	73.3%	14.4%	12.3%

Environmental Protection Agency

Federal Tenure Comparison Report

My Supervisor (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Environmental Protection Agency	9,269	79.7%	12.8%	7.5%
Less than 1 year	126	90.1%	7.7%	2.2%
1 to 3 years	596	88.4%	8.9%	2.7%
4 to 5 years	210	82.8%	14.2%	3.0%
6 to 10 years	1,483	80.4%	12.8%	6.8%
11 to 14 years	997	79.3%	13.2%	7.5%
15 to 20 years	1,392	79.6%	13.4%	6.9%
More than 20 years	4,249	78.5%	12.9%	8.6%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Environmental Protection Agency	9,041	38.7%	23.1%	38.2%	191
Less than 1 year	120	54.8%	18.1%	27.1%	6
1 to 3 years	582	51.9%	19.2%	28.9%	12
4 to 5 years	202	39.8%	21.4%	38.8%	8
6 to 10 years	1,459	38.7%	20.3%	41.0%	21
11 to 14 years	978	36.5%	22.7%	40.8%	19
15 to 20 years	1,369	33.9%	25.6%	40.5%	22
More than 20 years	4,155	39.1%	23.9%	37.1%	94

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Environmental Protection Agency	8,575	49.1%	22.4%	28.5%	633
Less than 1 year	116	65.1%	14.7%	20.3%	10
1 to 3 years	559	61.7%	15.1%	23.2%	34
4 to 5 years	187	51.0%	26.2%	22.7%	23
6 to 10 years	1,381	49.8%	20.0%	30.3%	97
11 to 14 years	920	47.9%	21.9%	30.2%	73
15 to 20 years	1,287	45.0%	23.4%	31.6%	102
More than 20 years	3,965	48.9%	23.8%	27.4%	273

Environmental Protection Agency

Federal Tenure Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Environmental Protection Agency	8,628	72.8%	17.0%	10.2%	547
Less than 1 year	119	88.6%	8.6%	2.8%	6
1 to 3 years	567	88.4%	7.7%	3.9%	24
4 to 5 years	194	77.8%	14.0%	8.2%	15
6 to 10 years	1,394	77.0%	13.6%	9.5%	83
11 to 14 years	927	73.6%	15.3%	11.1%	69
15 to 20 years	1,288	70.0%	18.5%	11.4%	85
More than 20 years	3,978	70.1%	19.3%	10.6%	249

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Environmental Protection Agency	9,055	65.2%	19.1%	15.7%	121
Less than 1 year	121	83.5%	9.6%	6.9%	4
1 to 3 years	585	81.8%	11.7%	6.5%	7
4 to 5 years	204	70.3%	19.4%	10.3%	3
6 to 10 years	1,459	65.6%	18.4%	16.0%	18
11 to 14 years	978	62.7%	18.2%	19.1%	12
15 to 20 years	1,372	62.0%	20.5%	17.5%	13
More than 20 years	4,165	64.4%	20.1%	15.5%	57

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Environmental Protection Agency	8,506	66.8%	21.1%	12.1%	656
Less than 1 year	113	84.4%	10.6%	4.9%	13
1 to 3 years	554	83.8%	12.2%	4.0%	40
4 to 5 years	192	74.3%	17.6%	8.0%	17
6 to 10 years	1,361	67.9%	20.1%	12.0%	115
11 to 14 years	914	66.3%	20.1%	13.6%	77
15 to 20 years	1,288	63.6%	22.8%	13.7%	91
More than 20 years	3,930	65.4%	22.4%	12.2%	281

Environmental Protection Agency

Federal Tenure Comparison Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Environmental Protection Agency	8,890	60.3%	20.1%	19.5%	292
Less than 1 year	121	72.7%	12.7%	14.5%	4
1 to 3 years	572	72.9%	14.6%	12.5%	21
4 to 5 years	203	65.5%	19.6%	14.9%	6
6 to 10 years	1,430	62.1%	17.6%	20.2%	47
11 to 14 years	965	58.5%	20.7%	20.8%	28
15 to 20 years	1,335	56.6%	22.0%	21.4%	46
More than 20 years	4,103	59.9%	20.9%	19.2%	130

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Environmental Protection Agency	8,915	65.0%	19.2%	15.8%	275
Less than 1 year	119	78.3%	6.5%	15.3%	4
1 to 3 years	581	76.6%	13.6%	9.8%	12
4 to 5 years	201	66.0%	20.8%	13.2%	7
6 to 10 years	1,440	66.8%	17.5%	15.7%	37
11 to 14 years	965	65.5%	17.7%	16.8%	32
15 to 20 years	1,346	62.6%	20.3%	17.0%	40
More than 20 years	4,098	63.9%	20.5%	15.6%	133

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Environmental Protection Agency	8,847	68.1%	20.1%	11.8%	357
Less than 1 year	120	83.4%	13.2%	3.4%	5
1 to 3 years	567	84.1%	13.1%	2.8%	28
4 to 5 years	200	72.4%	19.2%	8.4%	9
6 to 10 years	1,420	70.8%	18.4%	10.8%	57
11 to 14 years	968	65.8%	21.2%	13.0%	31
15 to 20 years	1,337	64.6%	22.6%	12.8%	54
More than 20 years	4,082	66.7%	20.6%	12.7%	160

Environmental Protection Agency

Federal Tenure Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Environmental Protection Agency	9,030	48.2%	21.7%	30.1%	167
Less than 1 year	124	63.3%	17.3%	19.3%	1
1 to 3 years	579	61.5%	14.1%	24.4%	15
4 to 5 years	202	52.0%	22.8%	25.2%	7
6 to 10 years	1,460	49.2%	19.1%	31.7%	20
11 to 14 years	977	47.3%	21.7%	31.0%	17
15 to 20 years	1,364	44.4%	24.3%	31.3%	26
More than 20 years	4,166	47.4%	22.6%	30.0%	73

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Environmental Protection Agency	7,922	63.3%	23.9%	12.7%	1,285
Less than 1 year	103	78.4%	12.0%	9.6%	22
1 to 3 years	491	71.0%	19.7%	9.3%	103
4 to 5 years	170	60.9%	29.1%	10.0%	39
6 to 10 years	1,253	64.9%	22.3%	12.8%	228
11 to 14 years	850	63.6%	22.9%	13.5%	147
15 to 20 years	1,202	60.7%	25.5%	13.9%	191
More than 20 years	3,713	62.8%	24.6%	12.6%	530

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Environmental Protection Agency	9,182	56.8%	21.2%	22.0%
Less than 1 year	126	67.6%	20.3%	12.1%
1 to 3 years	596	66.0%	19.3%	14.7%
4 to 5 years	209	55.2%	22.6%	22.3%
6 to 10 years	1,479	57.9%	20.5%	21.6%
11 to 14 years	996	52.0%	24.0%	24.0%
15 to 20 years	1,389	55.8%	21.4%	22.8%
More than 20 years	4,243	57.1%	20.9%	22.1%

Environmental Protection Agency

Federal Tenure Comparison Report

My Satisfaction (continued)

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
Environmental Protection Agency	9,178	54.2%	21.1%	24.7%
Less than 1 year	124	62.7%	15.4%	21.9%
1 to 3 years	595	55.6%	24.2%	20.2%
4 to 5 years	208	57.5%	15.6%	26.9%
6 to 10 years	1,476	51.0%	20.9%	28.0%
11 to 14 years	997	53.1%	20.1%	26.8%
15 to 20 years	1,390	54.1%	20.8%	25.1%
More than 20 years	4,244	55.6%	21.4%	23.0%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Environmental Protection Agency	9,151	58.8%	20.9%	20.3%
Less than 1 year	126	76.2%	14.8%	9.0%
1 to 3 years	590	71.6%	17.3%	11.2%
4 to 5 years	209	63.0%	21.4%	15.6%
6 to 10 years	1,476	58.4%	20.8%	20.8%
11 to 14 years	992	55.8%	22.7%	21.6%
15 to 20 years	1,387	57.6%	20.6%	21.8%
More than 20 years	4,228	58.2%	21.0%	20.8%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Environmental Protection Agency	9,144	39.4%	27.6%	33.0%
Less than 1 year	125	52.6%	17.9%	29.5%
1 to 3 years	593	48.8%	25.4%	25.8%
4 to 5 years	205	43.6%	24.8%	31.6%
6 to 10 years	1,481	38.3%	25.4%	36.3%
11 to 14 years	993	37.2%	27.4%	35.4%
15 to 20 years	1,385	36.4%	29.8%	33.8%
More than 20 years	4,222	40.0%	28.2%	31.8%

Environmental Protection Agency

Federal Tenure Comparison Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Environmental Protection Agency	9,147	33.5%	31.7%	34.8%
Less than 1 year	126	42.6%	39.1%	18.4%
1 to 3 years	594	43.4%	35.3%	21.3%
4 to 5 years	207	33.7%	29.1%	37.2%
6 to 10 years	1,474	33.0%	28.2%	38.9%
11 to 14 years	993	32.4%	31.1%	36.5%
15 to 20 years	1,385	32.4%	30.1%	37.5%
More than 20 years	4,225	33.1%	32.9%	33.9%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Environmental Protection Agency	9,145	54.1%	26.2%	19.7%
Less than 1 year	126	71.7%	12.3%	16.1%
1 to 3 years	594	67.2%	18.5%	14.3%
4 to 5 years	206	57.2%	21.5%	21.2%
6 to 10 years	1,475	54.5%	23.4%	22.1%
11 to 14 years	990	51.7%	26.5%	21.7%
15 to 20 years	1,389	51.9%	27.4%	20.7%
More than 20 years	4,221	53.6%	27.9%	18.5%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Environmental Protection Agency	9,163	70.2%	16.5%	13.3%
Less than 1 year	126	88.3%	7.8%	3.9%
1 to 3 years	595	80.7%	12.1%	7.1%
4 to 5 years	210	69.8%	14.7%	15.4%
6 to 10 years	1,477	69.6%	16.0%	14.4%
11 to 14 years	996	68.9%	17.2%	13.9%
15 to 20 years	1,384	68.6%	18.9%	12.6%
More than 20 years	4,233	70.0%	16.4%	13.6%

Environmental Protection Agency

Federal Tenure Comparison Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Environmental Protection Agency	9,163	69.3%	15.1%	15.6%
Less than 1 year	124	57.8%	16.4%	25.9%
1 to 3 years	595	67.4%	16.8%	15.8%
4 to 5 years	208	62.7%	19.4%	17.9%
6 to 10 years	1,480	69.7%	14.3%	16.0%
11 to 14 years	996	68.4%	16.0%	15.6%
15 to 20 years	1,387	70.1%	14.5%	15.4%
More than 20 years	4,230	70.5%	14.4%	15.1%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Environmental Protection Agency	9,165	59.8%	21.0%	19.3%
Less than 1 year	126	84.0%	9.6%	6.5%
1 to 3 years	593	72.9%	16.9%	10.2%
4 to 5 years	210	62.2%	18.5%	19.4%
6 to 10 years	1,479	59.8%	21.3%	18.9%
11 to 14 years	998	60.2%	19.8%	20.0%
15 to 20 years	1,386	57.4%	23.3%	19.4%
More than 20 years	4,232	58.8%	21.0%	20.2%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Environmental Protection Agency	9,140	90.3%	2.7%	3.5%	3.4%
Less than 1 year	125	52.8%	31.0%	9.3%	6.9%
1 to 3 years	596	84.9%	4.7%	4.9%	5.5%
4 to 5 years	210	84.8%	3.2%	5.6%	6.4%
6 to 10 years	1,475	93.0%	1.3%	2.9%	2.8%
11 to 14 years	991	92.6%	1.9%	3.1%	2.4%
15 to 20 years	1,386	91.4%	2.0%	2.7%	3.9%
More than 20 years	4,222	90.7%	2.5%	3.6%	3.2%

Environmental Protection Agency Federal Tenure Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Environmental Protection Agency	9,170	3.4%	47.3%	12.2%	19.7%
Less than 1 year	124	0.0%	17.4%	9.3%	30.7%
1 to 3 years	594	0.3%	40.7%	15.2%	21.6%
4 to 5 years	209	0.5%	47.6%	13.5%	20.5%
6 to 10 years	1,481	3.0%	53.2%	13.9%	17.8%
11 to 14 years	998	3.4%	52.5%	12.6%	19.5%
15 to 20 years	1,391	3.8%	48.6%	11.9%	19.2%
More than 20 years	4,244	4.1%	45.3%	11.4%	20.3%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Environmental Protection Agency	9,170	2.0%	1.0%	2.6%	11.7%
Less than 1 year	124	3.4%	0.0%	25.6%	13.6%
1 to 3 years	594	2.2%	0.2%	5.9%	13.9%
4 to 5 years	209	1.5%	0.9%	4.0%	11.4%
6 to 10 years	1,481	1.8%	1.0%	1.6%	7.7%
11 to 14 years	998	1.9%	1.1%	1.7%	7.4%
15 to 20 years	1,391	2.5%	1.3%	1.7%	11.0%
More than 20 years	4,244	1.9%	1.0%	2.3%	13.7%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Environmental Protection Agency	9,121	66.0%	31.6%	2.4%
Less than 1 year	125	57.8%	36.6%	5.5%
1 to 3 years	595	64.6%	33.9%	1.5%
4 to 5 years	208	70.5%	28.6%	0.9%
6 to 10 years	1,473	68.1%	29.0%	2.9%
11 to 14 years	991	68.4%	29.5%	2.1%
15 to 20 years	1,381	66.4%	31.4%	2.2%
More than 20 years	4,218	64.9%	32.7%	2.4%

Environmental Protection Agency

Federal Tenure Comparison Report

Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
Environmental Protection Agency	9,119	37.8%	58.8%	3.4%
Less than 1 year	125	45.5%	51.3%	3.2%
1 to 3 years	592	44.8%	53.5%	1.7%
4 to 5 years	208	38.9%	55.4%	5.7%
6 to 10 years	1,473	38.2%	57.4%	4.3%
11 to 14 years	990	39.5%	56.8%	3.6%
15 to 20 years	1,383	39.2%	56.8%	4.0%
More than 20 years	4,221	35.8%	61.2%	3.0%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Environmental Protection Agency	9,073	12.5%	85.4%	2.1%
Less than 1 year	126	4.6%	93.8%	1.6%
1 to 3 years	589	8.5%	89.4%	2.2%
4 to 5 years	210	4.9%	90.6%	4.5%
6 to 10 years	1,462	12.5%	84.0%	3.5%
11 to 14 years	985	10.6%	87.3%	2.1%
15 to 20 years	1,368	13.4%	83.9%	2.7%
More than 20 years	4,206	13.8%	84.9%	1.3%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
Environmental Protection Agency	9,101	3.0%	85.5%	11.4%
Less than 1 year	124	2.2%	91.2%	6.6%
1 to 3 years	593	3.0%	87.5%	9.4%
4 to 5 years	208	2.7%	85.8%	11.4%
6 to 10 years	1,474	4.9%	78.4%	16.7%
11 to 14 years	991	5.5%	80.3%	14.2%
15 to 20 years	1,377	3.6%	83.2%	13.3%
More than 20 years	4,206	1.8%	89.2%	9.0%

Environmental Protection Agency

Federal Tenure Comparison Report

Work/Life (continued)

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
Environmental Protection Agency	9,100	2.4%	85.6%	12.0%
Less than 1 year	126	2.3%	92.8%	4.9%
1 to 3 years	593	0.8%	90.8%	8.4%
4 to 5 years	209	0.5%	88.5%	11.1%
6 to 10 years	1,473	1.7%	84.2%	14.1%
11 to 14 years	991	1.1%	84.5%	14.4%
15 to 20 years	1,371	2.1%	84.0%	13.8%
More than 20 years	4,208	3.2%	85.9%	10.9%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Environmental Protection Agency	7,546	88.1%	7.3%	4.7%	55
Less than 1 year	64	82.9%	11.5%	5.6%	9
1 to 3 years	461	91.5%	5.9%	2.5%	3
4 to 5 years	168	89.4%	7.2%	3.4%	5
6 to 10 years	1,300	88.1%	7.2%	4.7%	5
11 to 14 years	876	88.4%	5.8%	5.8%	0
15 to 20 years	1,157	87.3%	7.3%	5.3%	3
More than 20 years	3,418	88.1%	7.6%	4.2%	28

*The results for this item only include employees who indicated that they participated in this program.

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Environmental Protection Agency	5,984	94.0%	4.0%	2.0%	76
Less than 1 year	71	92.0%	5.0%	3.0%	2
1 to 3 years	381	94.6%	3.6%	1.8%	5
4 to 5 years	144	96.7%	2.1%	1.3%	4
6 to 10 years	996	95.0%	2.9%	2.1%	13
11 to 14 years	670	93.9%	3.6%	2.5%	8
15 to 20 years	913	94.0%	4.2%	1.8%	9
More than 20 years	2,727	93.8%	4.4%	1.8%	33

*The results for this item only include employees who indicated that they participated in this program.

Environmental Protection Agency Federal Tenure Comparison Report

Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
Environmental Protection Agency	3,380	86.1%	11.1%	2.8%	113
Less than 1 year	55	86.2%	9.5%	4.2%	2
1 to 3 years	255	87.7%	9.1%	3.2%	10
4 to 5 years	79	85.3%	11.0%	3.8%	1
6 to 10 years	550	86.9%	9.5%	3.6%	23
11 to 14 years	378	84.2%	11.8%	4.0%	14
15 to 20 years	524	85.2%	11.6%	3.3%	20
More than 20 years	1,493	86.8%	11.3%	1.9%	41

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Environmental Protection Agency	1,111	81.9%	13.3%	4.8%	135
Less than 1 year	<10	--	--	--	--
1 to 3 years	52	77.0%	13.8%	9.2%	7
4 to 5 years	10	100.0%	0.0%	0.0%	0
6 to 10 years	184	84.8%	10.1%	5.1%	21
11 to 14 years	103	79.2%	15.9%	4.9%	13
15 to 20 years	183	79.0%	16.9%	4.0%	25
More than 20 years	560	83.1%	12.4%	4.5%	66

**The results for this item only include employees who indicated that they participated in this program.*

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Environmental Protection Agency	259	74.6%	20.9%	4.5%	113
Less than 1 year	<10	--	--	--	--
1 to 3 years	16	88.6%	5.8%	5.5%	5
4 to 5 years	<10	--	--	--	--
6 to 10 years	67	75.9%	19.3%	4.8%	16
11 to 14 years	55	75.3%	14.5%	10.2%	7
15 to 20 years	47	77.4%	20.4%	2.2%	19
More than 20 years	62	67.7%	30.7%	1.6%	60

**The results for this item only include employees who indicated that they participated in this program.*

Environmental Protection Agency Federal Tenure Comparison Report

Work/Life (continued)

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Environmental Protection Agency	209	71.1%	26.1%	2.8%	96
Less than 1 year	<10	--	--	--	--
1 to 3 years	<10	--	--	--	--
4 to 5 years	<10	--	--	--	--
6 to 10 years	23	64.6%	30.4%	5.0%	13
11 to 14 years	13	68.7%	31.3%	0.0%	6
15 to 20 years	33	64.6%	35.4%	0.0%	17
More than 20 years	129	73.7%	22.7%	3.6%	52

**The results for this item only include employees who indicated that they participated in this program.*